

# IEATP II: Evaluation of Administrators



**Module 7**  
**Continuing the Journey**  
**With Jim, Glenn and Jan**  
**March 10, 2010**



# Outcomes for Participants

- ▶ Demonstrate knowledge of the Iowa Standards for School Leaders, including criteria and descriptors. (Modules 1-3)
- ▶ Practice coaching skills, including supportive/facilitative, directive/instructional and collaborative. (Modules 4-5)



## Modules 6-8

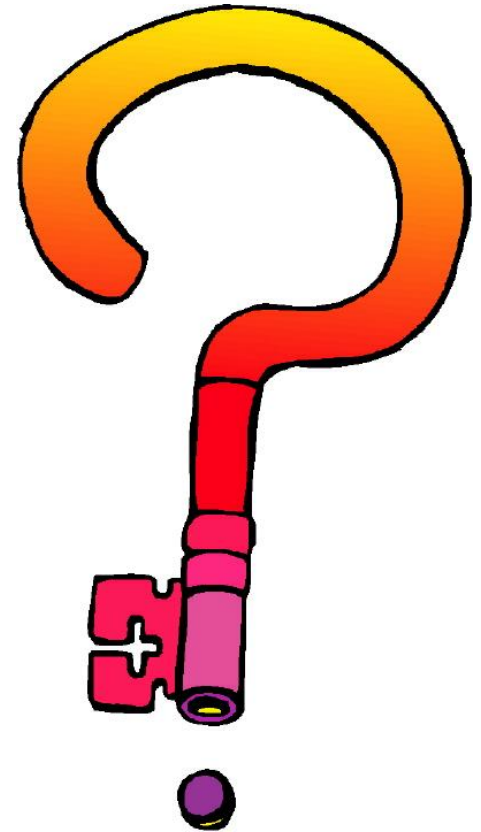
- ▶ Evaluate an administrator, providing appropriate feedback and support.
- ▶ Develop an individual professional development plan in collaboration with the administrator.



# Essential Question

This morning's work strives to answer the question:

**“What would an effective evaluation look like, sound like, feel like?”**





# Outcomes for Module 7:

By the end of Module 7, participants will be able to:

- » Reflect on various components that are critical to an effective evaluation process.
- » Reflect on a variety of evaluation instruments.
- » Complete an action plan for implementing a formative evaluation.
- » Practice coaching and feedback for a formative evaluation.
- » Begin to develop an individual professional development plan.



# Ticket Out – and Back in Again

- ▶ Review of Module 6 based on the following:
  - ▶ Assignment 1 (Article and reflection.... Aistrophe thru Gaw)
  - ▶ Assignment 2 (E-Portfolio and Iowa Pages.... Harman thru Roecker)
  - ▶ Assignment 3 (Comparing evaluation tools.... Schreiber thru Wathen)



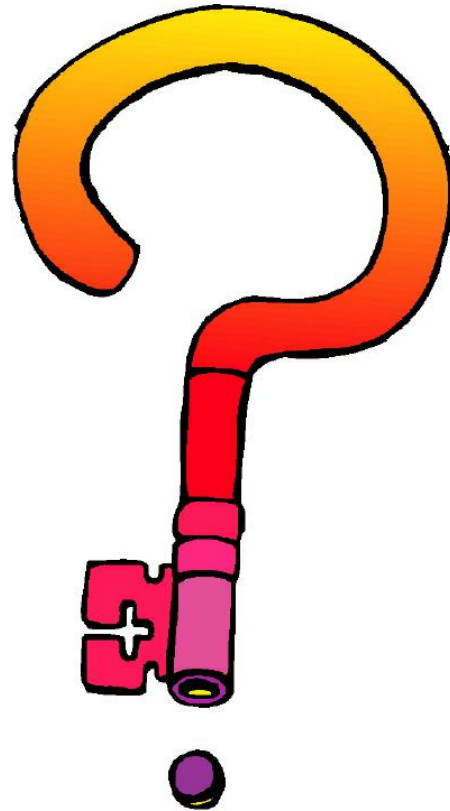
## Directions –

1. In your group of ‘like’ assignments, identify ‘strengths/challenges/key understandings’ of assignment.
2. Prepare ‘talking’ points of your identified assignment. Identify the individual(s) who will share the key points of respective assignment (10 minutes)
3. Each ICN room will have a report from the three assignments (15 minutes)



# Processing the Walk

If you had a question, what would you ask?





# Modeling a Formative Evaluation Conference

Essentially the leader's task is consciousness-raising on a wide plane . . . . The leader's fundamental act is to induce people to be aware or conscious of what they feel – to feel their true needs so strongly, to define their values so meaningfully, that they can be moved to purposeful action.

J. M. Burns, *Leadership* (1978)





- ▶ Each ICN room will role play the scenario of the superintendent and principal having a coaching conversation.
- ▶ Use the “*Processing the Superintendent & Principal Conversation*” tool on the wiki to look for air time, ORID questions and general notes of the conversation.
- ▶ TIME – 10 minutes for the role play



## Processing the Formative Evaluation Conference

- ? What did you observe in the conference that supported your current understanding and experiences?
- ? What concerns?
- ? What applications do you see in your future evaluation conferences?



# Practicing Your Own Conferences

- ▶ **Form a Triad (group of three)**
- ▶ **Each person will receive a different packet. (Sorry, not paperless!!)**
- ▶ **There will be three conferences – each approximately 30 minutes long.**
- ▶ **You will assume the role of either the principal, superintendent or process observer in each conference.**
- ▶ **Review the process.**



# Processing the Conferences

- As you think back on your practices,
  - What key learnings/experiences did you have?
  - Which tools did you believe to be helpful in the process? Which will become more valuable with use?
  - What were some things you need to practice more?
  - What will be steps you will take as you plan for your conference “back home”?



# Action Plan & Assignment

Assignment - Complete a formative evaluation conference.

- ▶ Complete the plan for the formative evaluation conference (Planning for Conference)
- ▶ Complete the formative evaluation conference and record on DVD
- ▶ Complete reflection on the formative evaluation (Reflection of Conference)
- ▶ Post plan and reflection on Wiki by April 9.
- ▶ Bring DVD to April 14 session at Halverson.



# Ticket Out the Door

- ▶ **Turn to a Colleague: Explain the assignment each of you is to complete.**
- ▶ **Complete your session feedback sheet.**





# For Additional Information:

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